

# Compensation Review

## INDEX • Vols. 1 & 2 • (1969-1970)

### KEY

I:3, p. 20 = Vol. 1 (1969): No. 3, Page 20  
(F) = Feature Article (D) = Digest

### Subject

#### ADVANCEMENT

Those Boxed-In, Left-Out Vice-Presidents (D) ..... I:4, p. 66

#### ARBITRATION (See Labor Relations)

#### AUTOMATION

How Automation Affects Wages & Salaries (D) ..... I:3, p. 44

#### BENEFITS (See also Health Benefits, Insurance, Pension Plans, etc.)

Education—An Emerging Fringe Benefit (D) ..... II:3, p. 54  
Prospects for Big-Brother Benefits (D) ..... II:1, p. 43

#### BEHAVIORAL SCIENCE

The Drunkard's Search in Behavioral Science (D) ..... I:2, p. 29

#### BUSINESS GIFTS

Prime Motivators—Business Gifts and Incentives (D) ..... II:4, p. 55

#### COMPENSATION: BY OCCUPATIONS

Is the Boom in Investment Compensation Topping Out? (D) ..... I:1, p. 46  
Modernizing Military Pay (F) .. I:1, p. 31  
The Future of Merit Pay for Teachers (F) ..... II:4, p. 23

#### COMPENSATION MANAGEMENT

Achieving Flexibility in Compensation Administration (F) ..... II:4, p. 6  
Compensation Administration in the Coming Decade (F) ..... II:2, p. 15  
Compensation: Some Obvious Answers to Unasked Questions (F) ..... I:1, p. 8  
Equity vs. Compression in a Production Department (F) ..... II:4, p. 15  
Control Techniques and Company Size: A Survey (D) ..... I:3, p. 54  
Giving Rhyme and Reason to Salary Raises (D) ..... II:1, p. 61  
Line Management: Dealing with the Pressures of Pay (F) ..... I:3, p. 16  
Simulation: A Quantitative Analysis for Total Compensation Planning (F) ..... I:3, p. 23

The Non-Prophet Approach to Compensation (F) ..... I:3, p. 33

#### ECONOMIC CLIMATE

More Power to Everybody (D) .. II:3, p. 37  
The American Economy of the Seventies (D) ..... II:4, p. 40

#### EMPLOYMENT CONTRACTS (See Executive Compensation)

#### EXECUTIVE COMPENSATION (See also Benefits)

A Critique of Jaques' Equitable Pay System (D) ..... I:4, p. 61  
Are Employment Contracts Dead? (D) ..... I:3, p. 41

Are Top Executives Overpaid? (D) ..... II:3, p. 43  
Management Bonus Plans: Are They Really Incentives? (D) ..... II:2, p. 40  
Men at the Top: A Profile of 1,300 Presidents and Vice Presidents (D) .. I:4, p. 49  
What Are Top Executives Paid? (F) ..... I:1, p. 16

What the Tax Reform Law Means to Management Compensation (F) ... II:2, p. 7

#### **EXECUTIVE MOBILITY**

How Employees Measure Their Pay: What Does It Take to Hire Them Away? (F)

II:3, p. 6

Is Executive Mobility Obsolete? (D)

II:4, p. 45

**EXECUTIVE RETENTION** (See Motivation)

#### **EXECUTIVE TURNOVER**

Bringing Executive Turnover Under Control (D) ... I:3, p. 60

Why It's Harder to Keep Good Executives (D) ... I:1, p. 42

#### **GUARANTEED ANNUAL WAGE**

The Guaranteed Annual Wage: The Ford Settlement (D) ... I:1, p. 52

#### **HEALTH BENEFITS**

Health Care: Issues in Financing (D)

II:3, p. 49

The Impact of Medicare on Negotiated Health Benefits (D) ... I:1, p. 60

#### **HUMAN RESOURCES**

O.D. Puts a New Light on Human Assets (D) ... II:2, p. 49

Putting a Dollar Value on Human Assets (D) ... II:4, p. 59

#### **INCENTIVE PLANS**

Arbitrator's Headache—Wage Incentive Cases (D) ... II:2, p. 60

Incentive Bonuses for Middle Management (D) ... I:2, p. 46

Management Bonus Plans: Are They Really Incentives? (D) ... II:2, p. 40

Seniority or Enterprise: What Should Incentive Plans Reward? (D) ... I:1, p. 49

#### **INFLATION**

Keeping Pace with the Labor Market Under Inflationary Conditions (F) ... I:2, p. 8

Living with Inflation: High-Income Groups (D) ... I:2, p. 38

Living with Inflation: Low-Income Groups (D) ... I:2, p. 42

#### **INSURANCE**

Is Liability and Indemnification Insurance Worth the Cost? (D) ... I:4, p. 45

#### **INVESTMENT PLANS**

A Thrift-Investment Plan for the Small Company (D) ... I:2, p. 60

#### **JOB EVALUATION**

Decision-Making Responsibility: Yardstick for Job Evaluation (F) ... II:2, p. 21

#### **JOB SATISFACTION**

The Components of Job Satisfaction (D)

I:2, p. 34

#### **LABOR RELATIONS**

A Positive Approach to the Contract-Rejection Problem (D) ... I:4, p. 56

Arbitrator's Headache—Wage Incentive Cases (D) ... II:2, p. 60

Labor 1970: Angry, Aggressive, Acquisitive (D) ... II:1, p. 37

New Momentum for Professional Unions (D) ... I:2, p. 49

The Outlook for White-Collar Unionization (D) ... II:2, p. 64

#### **MOTIVATION**

Contests as Misdirected Motivators (F)

II:2, p. 32

Erasing Status Distinctions: A U.K. Experiment (D) ... II:3, p. 60

Erasing Status Distinctions: The U.S. Experience (D) ... II:3, p. 63

How Employees Measure Their Pay: Factors in Perceptions of Wages (F) ... II:3, p. 15

How Employees Measure Their Pay: What Does it Take to Hire Them Away? (F)

II:3, p. 6

Motivators Beyond Pay Equity (D)

II:1, p. 48

#### **OVERSEAS COMPENSATION**

Money and Motivation in Latin America (D) ... I:2, p. 24

Planning Benefits in Europe: The Problem of Consistency (D) ... II:4, p. 32

#### **OVERTIME**

Hire or Schedule Overtime? A Formula for Minimizing Labor Costs (F) ... I:2, p. 14

#### **PENSION PLANS**

Pension Funds: Are They Pulling Their Weight? (D) ... I:2, p. 55

Pension Funds: Improving Pension Capital Productivity (D) ... I:2, p. 57

Pensions—Portable or Imprisoning? (D)

II:1, p. 51

Private Pension Plans: 1960-1969 (D)

II:4, p. 48

Private Pension Plans: Vesting, Funding, Portability (D) ... I:1, p. 63

Social Security and Private Pension Plans—Is There a Tug-of-War? (D) ... II:2, p. 44

#### **PERFORMANCE STANDARDS**

Direct Labor Standards via Work Sampling: One Company's Program (D)

I:3, p. 58

#### **PROFESSIONAL PERSONNEL**

How Employees Measure Their Pay: What Does It Take to Hire Them Away? (F)

II:3, p. 6

New Momentum for Professional Unions (D) ... I:2, p. 49

**SALARY ADMINISTRATION** (See Compensation Management)

**SALARY COMPRESSION**

Dealing with Wage and Salary Compression (F) ..... I:4, p. 6

**SALESMEN'S COMPENSATION**

Prime Motivators—Business Gifts and Incentives (D) ..... II:4, p. 55

Salesmen's Compensation: A Survey of Company Practices (F) ..... I:4, p. 35

Salesmen's Compensation: A Systematic Approach (F) ..... I:4, p. 15

**"SMORGASBORD" COMPENSATION**

(See "Supermarket" Compensation)

**SOCIAL SECURITY** (See Pension Plans)

**STARTING SALARIES**

The Going (Up) Price of M.B.A.s (F) ..... II:1, p. 8

**STATUS** (See Motivation)

**STOCK OPTIONS**

The Case for Nonqualified Stock Options (F) ..... II:3, p. 22

The Uproar over Options (D) .. II:2, p. 53

What Price Stock Options? (D) I:3, p. 48

**"SUPERMARKET" COMPENSATION**

A New Approach to Compensation Management (F) ..... I:1, p. 22

The Employee Benefit Smorgasbord: Its Potential and Limitations (F) ... II:1, p. 16

**SUPERVISORY COMPENSATION**

Maintaining Supervisory Earnings Differentials (F) ..... I:3, p. 7

**SUPPLEMENTARY UNEMPLOYMENT BENEFITS**

What One Company Has Learned About SUB (D) ..... I:1, p. 52

**TAXES**

What the Tax Reform Law Means to Management Compensation (F) ... II:2, p. 7

**TRANSFERS**

Tailoring the "Extras" That Go with Transfers (F) ..... II:1, p. 29

**UNIONS** (See Labor Relations)

**VETERANS' RIGHTS**

When Johnny Comes Marching Home: What Are His Job Rights? (D) II:1, p. 58

**WOMEN IN BUSINESS**

Women in Business—Still a Difficult Climb (D) ..... I:4, p. 52

**WORKMEN'S COMPENSATION**

What Happened to Workmen's Compensation in 1969 (D) ..... II:2, p. 56

Workmen's Compensation: Due for an Overhaul? (D) ..... I:2, p. 52

**Authors of Feature Articles**

**Baytos, L. M.**

The Employee Benefit Smorgasbord: Its Potential and Limitations .... II:1, p. 16

**Beuttemuller, Emil C.**

Maintaining Supervisory Earnings Differentials ..... I:3, p. 7

**Bickford, Lawrence C. and Charles A. Peck**

The Case for Nonqualified Stock Options ..... II:3, p. 22

**Bogart, Agnes**

Dealing with Wage and Salary Compression ..... I:4, p. 6

**Boynton, Robert E.**

How Employees Measure Their Pay: Factors in Perceptions of Wages . II:3, p. 15

**Clark, Barbara and Jay R. Schuster**

How Employees Measure Their Pay: What Does It Take to Hire Them Away? ..... II:3, p. 6

**Cushing, Arthur M. and Gordon D. Wolf**

Simulation: A Quantitative Analysis for Total Compensation Planning . I:3, p. 23

**De Pasquale, John A.**

The Going (Up) Price of M.B.A.s II:1, p. 8

**Dunnette, Marvin D.**

Compensation: Some Obvious Answers to Unasked Questions ..... I:1, p. 8

**Ellig, Bruce R.**

Salesmen's Compensation: A Systematic Approach ..... I:4, p. 15

**Engel, James A. and Charles Peck**

What Are Top Executives Paid? I:1, p. 16

**Fossum, John A.**

Hire or Schedule Overtime? A Formula for Minimizing Labor Costs ..... I:2, p. 14

**Hampton, David R.**

Contests as Misdirected Motivators ..... II:2, p. 32

**Husband, T. M. and T. T. Patterson**

Decision-Making Responsibility: Yardstick for Job Evaluation .... II:2, p. 21

**Lewis, Robert Caird**

Line Management: Dealing with the Pressures of Pay ..... I:3, p. 16

**McCaffery, Robert M.**

Equity vs. Compression in a Production Department ..... II:4, p. 15

**Miller, Francis W.**

The Non-Prophet Approach to Compensation ..... I:3, p. 33

**Murphy, Matthew J.**

Keeping Pace with the Labor Market Under Inflationary Conditions .... I:2, p. 8

- Paterson, T. T. and T. M. Husband**  
Decision-Making Responsibility: Yardstick for Job Evaluation ..... II:2, p. 21
- Peck, Charles A. and James A. Engel**  
What Are Top Executives Paid? I:1, p. 16
- Peck, Charles A. and Lawrence C. Bickford**  
The Case for Nonqualified Stock Options  
II:3, p. 22
- Reen, Jeremiah J.**  
Salesmen's Compensation: A Survey of Company Practices ..... I:4, p. 35
- Roberts, Reed M., Jr.**  
What the Tax Reform Law Means to Management Compensation ..... II:2, p. 7
- Robie, Edward A.**  
Compensation Administration in the Coming Decade ..... II:2, p. 15
- Schuster, Jay R. and Barbara Clark**  
How Employees Measure Their Pay: What Does It Take to Hire Them Away?  
II:1, p. 6
- Smith, Robert A.**  
Achieving Flexibility in Compensation Administration ..... II:4, p. 6
- Speck, Raymond W., Jr.**  
Tailoring the "Extras" That Go with Transfers ..... II:1, p. 29
- Sullivan, John F.**  
The Future of Merit Pay for Teachers  
II:4, p. 23
- Taylor, J.**  
A New Approach to Compensation Management ..... I:1, p. 22

- Wessinger, William D.**  
Modernizing Military Pay .... I:1, p. 31
- Wolf, Gordon D. and Arthur M. Cushing**  
Simulation: A Quantitative Analysis for Total Compensation Planning . I:3, p. 23

## Book Reviews

- Aging and Society—Vol. 1: An Inventory of Research Findings*, by Matilda White Riley and Ann Foner (reviewed by David L. Sills) ..... I:2, p. 75
- Collective Bargaining in the Public Service*, edited by D. H. Kruger and C. T. Schmidt (reviewed by Robert J. Thornton)  
II:3, p. 33
- Collective Negotiation for Public and Professional Employees*, edited by R. T. Woodworth and R. B. Peterson (reviewed by Robert J. Thornton) ..... II:3, p. 33
- Executive Compensation in Large Industrial Corporations*, by Wilbur G. Lewellen (reviewed by V. Henry Rothschild, 2d.)  
I:1, p. 73
- Tax Aspects of Deferred Compensation*, by Ernest O. Wood and John F. Cerny (reviewed by Walter S. Rothschild)  
II:1, p. 75
- Top Executive Pay Package*, by Leonard Randolph Burgess (reviewed by Robert S. Schultz) ..... I:1, p. 76

